



litigation.

The parties stipulate to the jurisdiction of the Court and waive a hearing and the entry of findings of fact and conclusions of law.

IT IS THEREFORE ORDERED:

1. This Consent Decree is entered in full and complete settlement of any and all claims arising out of or contained in EEOC Charge No. 330-99-0333 and Civil Action No. H-99-3097. The monetary award and other agreements herein are made in full and final settlement of all claims asserted by the Commission on behalf of James Eboka in Civil Action No. H-99-3097.
2. Defendant agrees that it will make its best efforts to not discriminate against any employee or applicant for employment because of his or her national origin or race in violation of Title VII. Defendant asserts it has policies in place to further these efforts.
3. Defendant agrees that it will make its best efforts to not discriminate or retaliate in any manner against any individual because he or she has made a charge, testified, assisted, or participated in any manner in the investigation by the Commission or court proceeding in connection with this case. Defendant has policies in place to further these efforts.
4. Defendant agrees to pay James Eboka a confidential sum. This payment will be made within ten (10) days from the entry of this Consent Decree.
5. Any inquiries as to Mr. Eboka's employment directed to Defendant's human resources department will be responded to only by providing Mr. Eboka's dates of employment. No reference shall be made in response to inquiries to Defendant's human resources department to Mr. Eboka's charge of discrimination, this lawsuit or this Consent Decree.
6. Defendant agrees to segregate all documents related Mr. Eboka's charge of



discrimination, his lawsuit and the Commission's lawsuit in a separate confidential folder. These documents shall not be a part of Mr. Eboka's personnel file.

7. Defendant agrees that it has a compliance program, which, among other things, includes a toll-free number, available 24-hours a day and monitored by a third-party service, which employees may call to report any complaints or issues related to their employment.

8. Defendant agrees to investigate Mr. Eboka's allegations concerning his attempted notification of his complaints to Defendant.

9. Defendant agrees to post, in a public areas of its facilities, a notice of nondiscrimination. The notice is attached as Exhibit "A."

10. Defendant agrees that after the events alleged by Mr. Eboka that it instituted a non-discrimination training for all its employees.

11. The parties shall bear their own costs and attorney's fees.

Signed on this 23 day of June 2000 at Houston, Texas.



DAVID HITTNER  
UNITED STATES DISTRICT JUDGE